



ANTONIO VAZQUEZ
BOARD MEMBER
CALIFORNIA STATE BOARD OF EQUALIZATION

MEMORANDUM

Date: January 12, 2023

To: Mike Schaefer, Chair
Ted Gaines, Board Member, First District
Sally Lieber, Board Member, Second District
Malia M. Cohen, State Controller

From: Antonio Vazquez, Board Member, Third District

Re: **January 24, 2023, Board Meeting Item L.2.a. – Proposal to Reconvene *Property Tax Workforce Planning Work Group*.**

Background.

Honorable Members, I asked at the last meeting in my memo dated December 12, 2022, that we move forward with discussion, and a possible decision this month, on a proposal to consider the possibility of reconvening the Property Tax Workforce Planning Work Group in order to receive updates from the CAA and assessors regarding the need to develop educational opportunities, recruitment and training solutions for assessors' offices and the BOE. <https://boe.ca.gov/meetings/pdf/2022/121322-L1a-Term-Highlights.pdf>.

Problem/Issue.

At the October 22, 2019, Board meeting, Executive Director Brenda Fleming presented the need to establish a workgroup to address statewide workforce challenges facing all parties involved with the administration of property tax. Specifically, she reported that the San Diego Informational Hearing in September 2019 provided an opportunity understand the breadth and depth of the need to recruit, retain, train, compensate, and develop the workforce with the talent and expertise necessary to keep our property tax systems healthy. The Board established the Work Group composed of representatives from BOE, Assessors' offices (large, mid-size, and small) and private and public sector stakeholders, including tax consultants and educational institutions; with Member Vazquez serving as Work Group Chair and Member Gaines as Vice-Chair.

Ms. Fleming proposed and the Board adopted a three-tiered approach to begin addressing the challenges in monthly meetings and hearings, which were held by the Board throughout most of

2020.¹ BOE staff conducted a survey of County Assessors to obtain current workforce planning data. A key focus of the Work Group was on appraiser-related education to ensure that California's property tax system is taught and promoted as a highly significant financial contribution to state and local government. The goal was to find practical solutions to the current shortage of experienced appraisers, a situation that will only be exacerbated by many skilled employees retiring in the next decade. The over-arching need is to ensure that taxpayers continue to have their property assessed fairly and accurately by a competent well-trained workforce.

Workforce Work Group Report Outline Issued on 10/21/2020.

<https://www.boe.ca.gov/meetings/pdf/2020/102120-CC1-Workforce-Planning.pdf>

At the conclusion of the Work Group hearings, Member Vazquez and Member Gaines presented the Comprehensive Outline for the Report. The Executive Summary of the Comprehensive Outline, with its four key components, was approved by the Board as follows:

1. Workforce Assessment – Recruitment and Retention Capacity and Needs. The Report should clearly state the appraiser and auditor-appraiser workforce capacity and needs, for both current and long-term recruitment and retention, and should include all relevant data regarding large, mid-size, and small counties and the BOE.
2. Compensation / Classification Plan. In coordination with CalHR, the Board and assessors should develop a statewide compensation survey to submit to the Legislature on the appropriate compensation and classification levels for appraisers and auditor-appraisers. The Report will reference and include to the extent possible all relevant classification and compensation data and studies from small, mid-size and large counties. The Report will provide the key foundational information for a statewide compensation and classification plan, documenting the need for appropriate compensation increases and/or classification adjustments. The goal is to ensure that all counties and BOE can fully execute their constitutional property assessment responsibilities and that the correct amount of property tax revenues are collected, as supported by the data.
3. Appraiser and Auditor-Appraiser Certification and Training Plan. The Report should describe the options for workforce training and education and lay the foundation for a robust training and education program to help address recruitment and retention challenges. The goal is to develop a program that includes partnership or engagement with the Community Colleges to meet current and long-term needs in large, mid-size, and small counties statewide and at BOE. Examples of needs and options are provided by the BOE and large, mid-size, and small counties.
4. Community Colleges: Curriculum and Partnership Opportunities. The Report will explain the specific programs, training and educational models, academies, recruitment opportunities, and funding options offered by the Community Colleges, as presented by Dr. Ryan Cornner,

¹ • Tier 1 – Develop a plan for BOE to use existing state processes to resolve classification and pay issues and constraints limiting our ability to recruit qualified candidates. Complete salary study with CDTFA and CalHR; data will be provided to the Workgroup. • Tier 2 – Establish a coalition of private and public sector organizations, including County Assessors and staff, Board Members and staff, BOE staff, the Bureau of Real Estate Appraisers (BREA), and the Appraisal Institute (AI) to utilize their knowledge for expanding ways to attract and retain effective property tax administration staff. • Tier 3 – Leverage Board Members' role to engage with the Legislature, educational institutions, and other organizations to encourage private and public sector investment in appraisal education.

Vice Chancellor of Educational Programs and Institutional Effectiveness, Los Angeles Community College District; and Ms. Sheneui Weber, Vice Chancellor of Workforce and Economic Development, California Community Colleges Chancellor's Office.

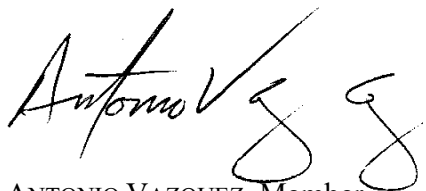
The Comprehensive Outline was circulated to all Workgroup participants and stakeholders, requesting that they provide any corrections or additions, including links to relevant data for incorporation into the Report. The Board directed the Executive Director to present the draft Report to the Board at the December 2020 meeting. However, due to the passage of Proposition 19 on the November 2020 ballot and its extremely short implementation period, the Executive Director, her staff, and the Board were fully engaged in that task, and postponed indefinitely the Work Group Report and further hearings.

Current Proposal.

The current proposal is to consider reconvening the Workforce Work Group as well as a tentative schedule and a list of items for the Work Group to consider. Based on discussions with the Los Angeles County Assessor, the workforce challenges we identified have not gone away and the attrition rate through retirements and individuals transferring to other jobs is continuing. Additionally, I understand from some brief discussions with a few college and community college leaders in my District that they have not seen any significant interest among student in appraisal or appraiser training opportunities.

Time Frame and Next Steps.

I think the Board is in a position now to step back into our leadership role, together with all the Work Group participants and assessors, and agree to schedule some future hearings to review and update our prior outline and recommendations, and to input current data, needs, and lessons learned. Therefore, I ask that you approve this proposal to reconvene the Workforce Planning Work Group, and also agree to bring forward next month a list of items that the assessors in your districts would like to include, as well as college and community college educators who would be willing to provide updated input and recommendations. I further ask that our Executive Director, Ms. Stowers, would present us next month with a general update regarding BOE's role, studies, data, and any legislative solutions previously identified. Based on the information we receive in February, I am hoping that we will be able to agree to reconvene the first Work Group in March 2023.



ANTONIO VAZQUEZ, Member
Board of Equalization, 3rd District



TED GAINES, Member
Board of Equalization, 1st District

cc: Ms. Deborah Bautista-Zavala, Chief Deputy, Office of Member Antonio Vazquez
Mr. Cody Petterson, Chief Deputy, Office of Chair Mike Schaefer
Mr. Matt Cox, Chief Deputy, Office of Member Ted Gaines
Mr. Gary Gartner, Chief Deputy, Office of Member Sally Lieber
TBD, Deputy State Controller
Ms. Yvette Stowers, Executive Director

Mr. Henry Nanjo, Chief Counsel